

VOL. IX.

JUNE 9, 1916.

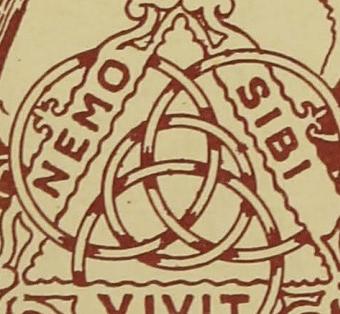
No. 4.

THE CIVILIAN

A FORTNIGHTLY JOURNAL
DEVOTED TO THE INTERESTS
OF THE
CIVIL SERVICE OF CANADA

FEATURES

CIVIL SERVICE REFORM.
ROLL OF HONOUR.
THE GREATER CANADA.
THE WELCOME.
A SERIOUS SESSION.
THE CONVENTION.
THE INCOME TAX.
THE POSTAL JOURNAL.



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THE CIVILIAN

VOL. IX.

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Civil Service Reform.

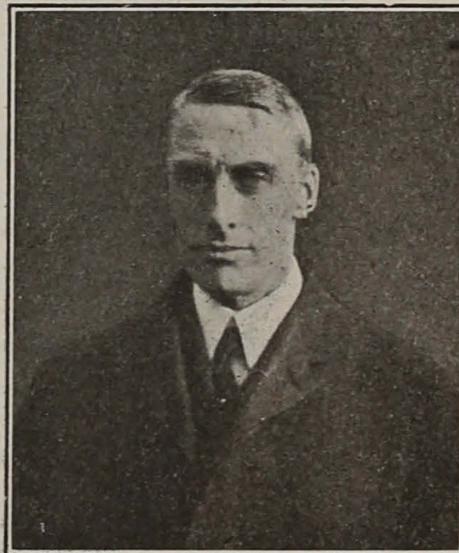
The ultimate supplanting of the patronage system by the merit system in the Public Service of Canada is undeniably the hope and expectation of the great majority of Civil Servants in both the inside and outside divisions. It is the goal towards which all the principal efforts of the Civil Service Federation of Canada and the Civil Service Association of Ottawa have been directed in the past, and will doubtless continue to be directed until the goal is reached. From a merely superficial view-point the outlook at the present time does not appear to be very encouraging; indeed, there are many who claim that the patronage system is stronger and more aggressive to-day than ever and several events of recent occurrence would seem to give some justification for that claim. On the other hand a brief retrospective view of the subject, recalling some important facts which are apt to be overlooked, will suffice to demonstrate that during the past few years some very significant and encouraging progress has been made toward the establishment of the Merit System.

The first great blow struck at the Patronage System was undoubtedly the Civil Service Amendment Act of 1908, whereby the Civil Service Com-

disappointment to the Service as a whole; nevertheless the stupendous fact remains and must not be over-



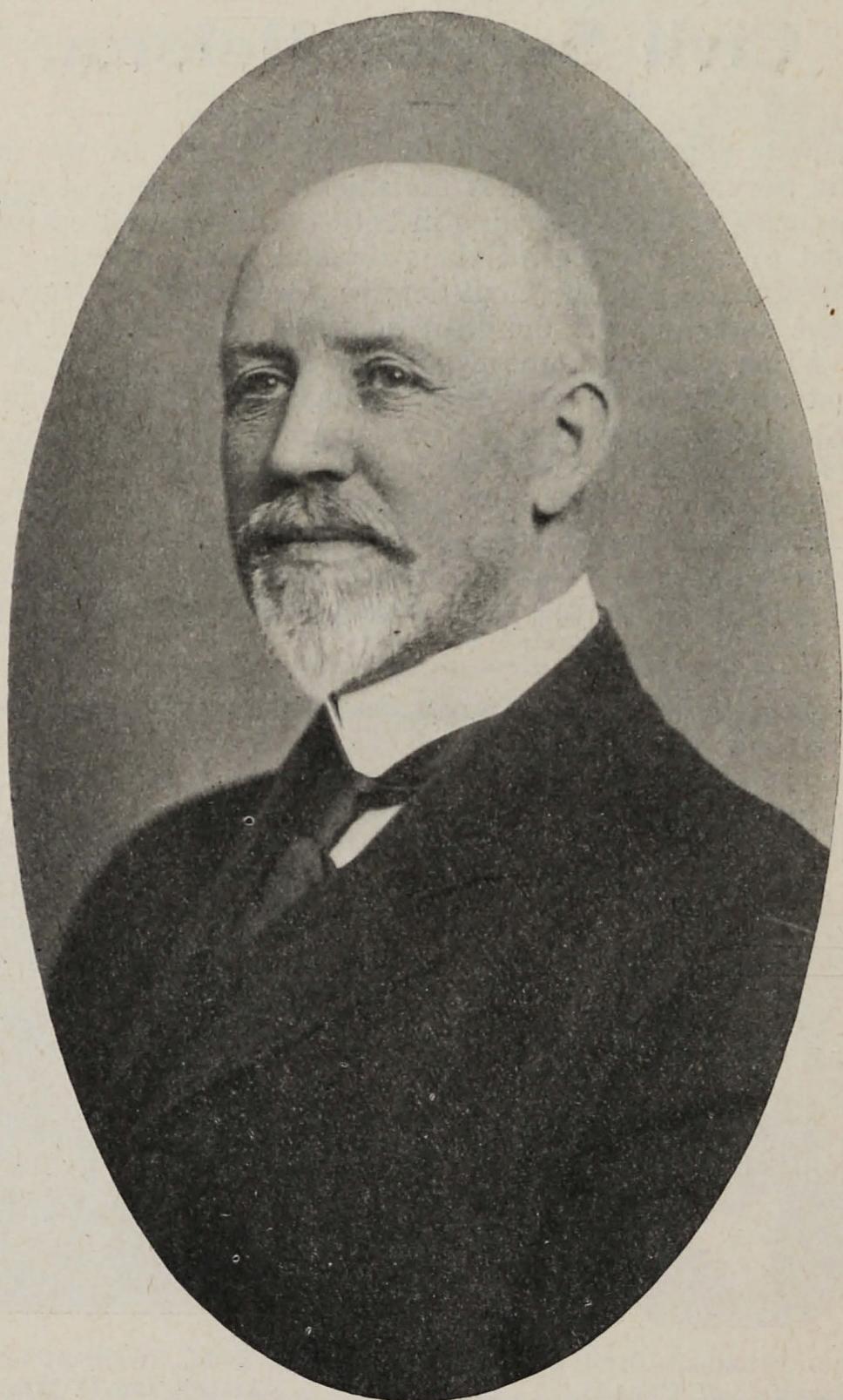
R. S. White, President Civil Service Federation of Canada.



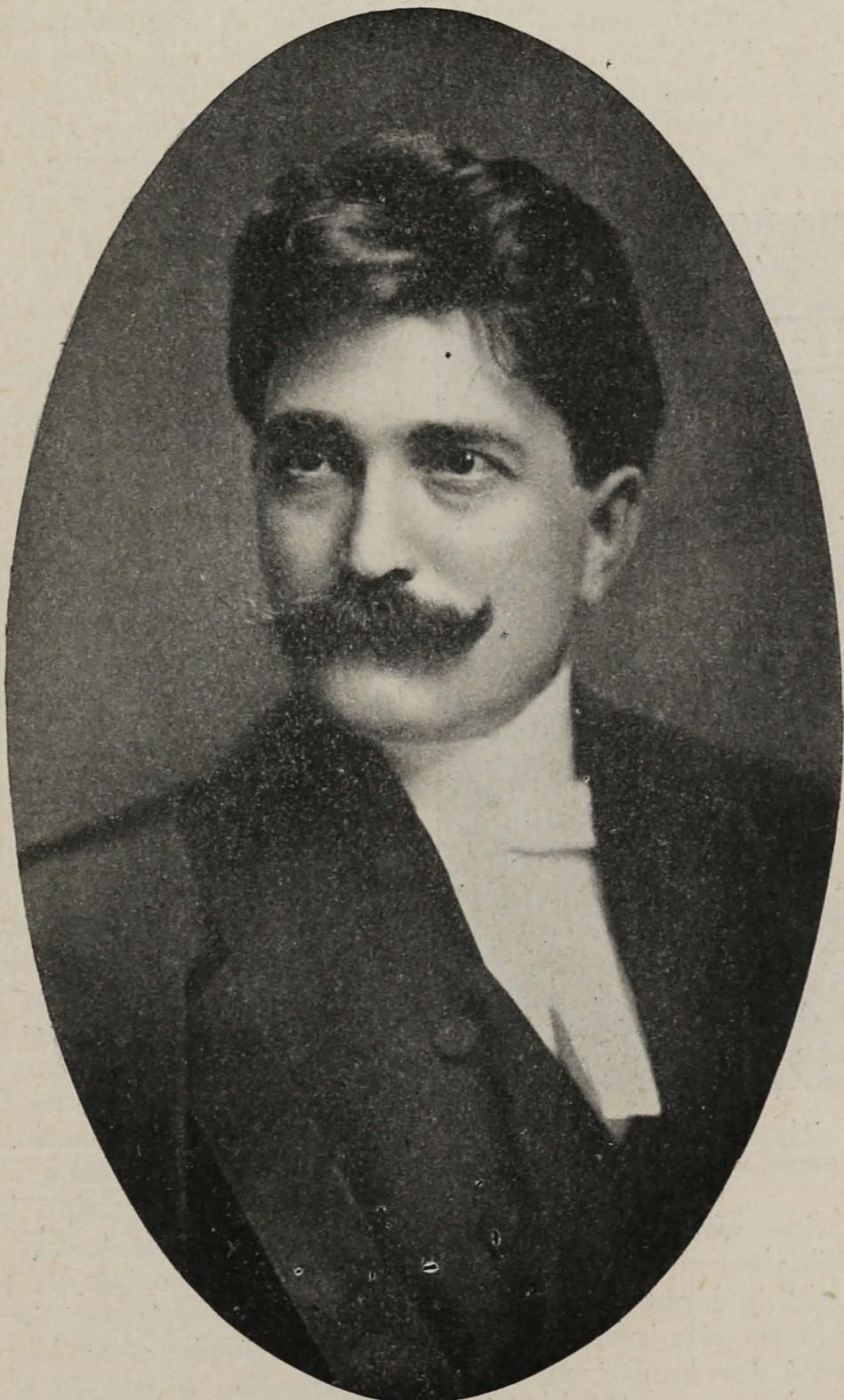
Walter Todd, President Civil Service Association of Ottawa.

mission was, brought into existence, and the principle of appointment to the Service and promotion therein *by merit* was first officially recognized. While it is true that the provisions and the administration of this Act have proved in many respects a great

looked that this Act and notwithstanding all its defects (many of which are the result of weak or faulty administration rather than of defective legislation) *the principles of the Merit System have been crystallized into law, and stand recorded to-day*

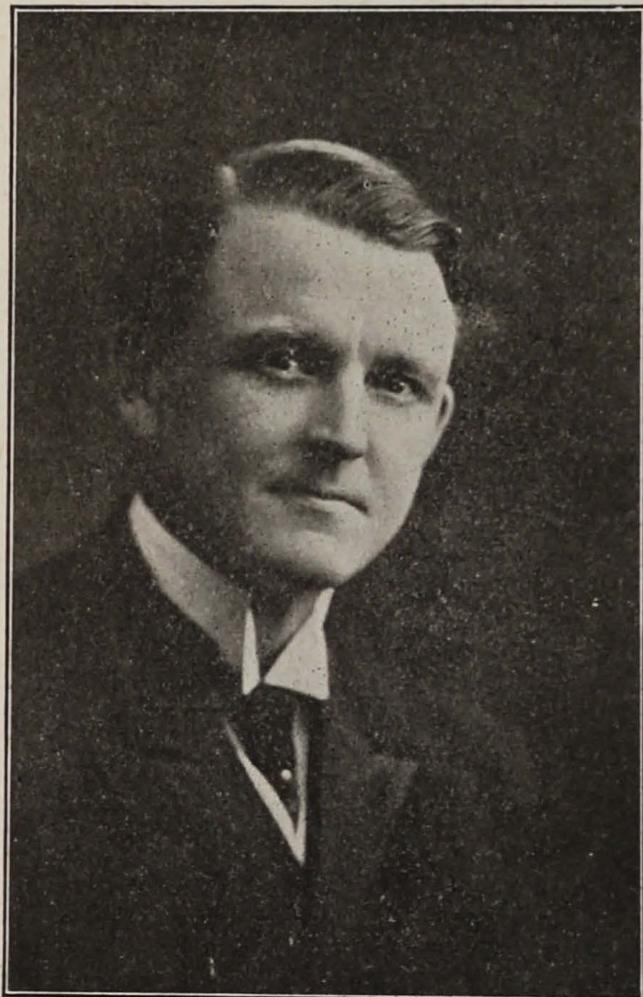


Prof. Adam Shortt, C.M.G., M.A., LL.D., F.R.S.C., Civil Service Commissioner.



Col. M. G. LaRochelle, K.C., B.A., LL.D., Civil Service Commissioner.

in the Statutes of Canada; surely a tremendous advance over the conditions previously existing. After all the Act of 1908 has not been barren of results. As regards the Inside Service, during the past eight years, hundreds of appointments have been made on the Merit System (if the appointment by the Commission of those who have successfully passed the prescribed academic examination can be called the Merit System),



C. A. Halladay, Acting Secretary
Civil Service Federation.

which otherwise would have been made by politicians under the patronage system; and no doubt if the whole inner history of the administration in the departments was known, many a promotion may have been obtained by merit that would not otherwise have been won at all.

Then again, the fact that the Government introduced a measure in 1914 to remedy the defects of the Act of 1908 and made provision to extend

it to the Outside Service as well as a measure to provide for a system of superannuation for the Service, is the strongest possible evidence that those in authority recognized that the time had arrived when, in the best interests of the country as well as the service, the evils of the system could be effectively dealt with and eventually got rid of; and further the recent utterances of Sir George Foster and other statesmen, denouncing the evils of patronage, go far to show that the spirit of reform is not by any means dead and that when the psychological moment arrives the proper remedies will be applied and the Merit System will have its day. Unfortunately the war has indefinitely postponed the further consideration of these, as well as of other measures. In the meantime the Executive of the Civil Service Association has not been idle, but has given the Bills of 1914 the fullest and most careful consideration and when the time for action arrives will be prepared to offer many practical suggestions to the Government.

So long as the patronage system is allowed to prevail in the Service it will undoubtedly have its successes, and pronounced success at that, as has been recently illustrated in more cases than one; but such individual successes do not necessarily imply the ultimate triumph of the system as a whole. It simply means that while the best attention of the Government is occupied with the serious condition of things brought about by the present war, the politician is somewhat freer to get in his deadly work. But when the time comes and present conditions have changed for the better and the Government has more time and freedom to attend to matters of domestic concern; the betterment of the Service will forge again to the front. In the meantime, patience and preparedness for action when that day does come, should be the watchword of the advocates of MERIT SYSTEM FOR THE SERVICE.

The Roll of Honour.

Men of the Public Service of Canada enlisted for active military service.
Names in previous lists—1,995.

FORTY-EIGHTH LIST.

- Lieut. C. N. McKinnon, Customs, Regina, 152nd Battalion, C.E.F.
H. E. Magee, Customs, Winnipeg, No. 1 Field Ambulance, C.E.F.
A. M. Morrison, Customs, Copper Cliff, 227th Battalion, C.E.F.
M. F. Robichaud, Customs, Gateway, B.C., 225th Battalion, C.E.F.
A. H. Smith, Customs, Toronto, 204th Battalion, C.E.F.
C. W. Stanley, Customs, Vancouver, 72nd Seaforth Highlanders, C.E.F.
V. A. Tait, Customs, Winnipeg, 184th Battalion, C.E.F.
Thomas Taylor, Customs, Toronto, 201st Battalion, C.E.F.
P. H. Thompson, Customs, Toronto, 4th Amm. Sub-Park.
Capt. H. D. Titus, Customs, Moosejaw, 210th Battalion, C.E.F.
Lieut. L. C. Webb, Customs, Saskatoon, 128th Battalion, C.E.F.
A. D. Weddell, Customs, Revelstoke, 231st Battalion, C.E.F.
Roy Alex. Alcock, Post Office, Toronto.
John Arnot, Letter Carrier, Post Office, Toronto.
John Clarence Barrett, Post Office, Toronto.
John Masters Barton, Railway Mail Clerk, St. John District.
Robert Bedgar, Post Office, New Westminster.
Leon Bertwistle, Letter Carrier, Regina.
Albert Henry Brunne, Chief P. O. Supt's. Office, Toronto.
James H. Bryson, Post Office, Truro.
Elmore Francis Burgesse, Post Office, Woodstock.
Harry Cairns, Post Office, Vancouver, 72nd Battalion, C.E.F.
William Thomas Cameron, Railway Mail Clerk, Toronto District.
George Ed. Chainey, Post Office, Toronto.
Harry Ralph Clewes, Post Office, Toronto.
Robert Henry Cox, Letter Carrier, Toronto.
Bernard James Cunliffe, Letter Carrier, Ottawa.
Robert Wallace Curle, Post Office, Toronto.
Albert Ed. Dalton, Letter Carrier, London.
Philip Davies, Letter Carrier, Strathcona.
Henry Davis, Post Office, Toronto.
Charles Donnelly, Letter Carrier, Toronto.
William Arthur Dorion, Post Office, Ottawa.
John Dorsett, Post Office, Brandon.
John Clarence Dunn, Post Office, Toronto.
James Joseph Dwyer, Letter Carrier, Calgary.
Herbert Erichson, Letter Carrier, Brandon.
Evan Idris Evans, Post Office, Winnipeg.
Joseph Emile Fateux, Letter Carrier, Ottawa.
Thomas Fellows, Letter Carrier, Ottawa.
James William Gilpin, Letter Carrier, Toronto.
Gordon Earl Golby, Post Office, London.
Ernest Frederick Goodman, Post Office, Port Arthur.
Richard Moffat Graham, Railway Mail Clerk, London District.
John Alexander Graydon, Post Office, Toronto.
John McDonald Green, Letter Carrier, Fredericton.
James Noe Herbert, Letter Carrier, Windsor.
Gordon Lyall Ironside, Railway Mail Clerk, Calgary District.
Robert James Jeffers, Letter Carrier, Toronto.
Edward Johns, Letter Carrier, Toronto.

The Greater Canada.

Called the great soul of the Westland, "Come unto me, ye who rule,
 They who would plan for my greatness needs must attend in my school.
 Vast are my dreams of the future, born in my domain afar
 They who would labor to build me let them now follow my star."

Into the East went the message, sweeping on clarion clear,
 Steady-toned, crisp and compelling, speaking that all men might hear,
 Telling of courage triumphant, of prodigies, nobly performed,
 Of barrenness mantled in beauty, of nakedness clothed and adorned.

And he who ruled in the temple labored and wrought for the good
 Of the land that reared him to honor, hearkened and understood;
 And borne on the wings of the morning he to the West gave reply,
 "Soul of the Westland, I hearken, unto thy Kingdom go I."

Then rose the West for his coming, pulsed the warm blood in her veins,
 Decked she her hillsides with beauty, matted with gold all her plains;
 Flung her broad banners in welcome, spread the fair fruits of her soil,
 Sent forth her offspring to greet him, children of sunlight and toil.

Trooping they came—him acclaiming—over the gold crested plain,
 Jewelled with blossoms, sweet scented, bright with the gleam of the grain,
 Manhood and womanhood greeting, giving a welcome full sweet,
 There 'neath the sunlight of heaven, there midst the ripening wheat.

Into the West went the Seeker drawn by the Voice of the Soul,
 Vigilant into the vastness speeding from goal unto goal,
 Preaching the Gospel of Union, seeking the end that all creeds
 Might on the altar of freedom sacrifice give of fair deeds.

Then where the slumbering mountains fling their white pinnacles high
 Precipiced, avalanched, chasmed, challenging ever the sky,
 The Soul of the West met the seeker and led him unto the throne,
 Where vision eyed and majestic she dreamed in her glory alone.

Then spoke the Soul to the Seeker, "Far have you followed the quest,
 Out of the East I have called you unto my uttermost West;
 Out of the East you have issued, forth from the Old to the New,
 To gaze on the wonder accomplished to judge of the things yet to do.

"Long have I brooded and waited over my league vista'd lands,
 Waiting the slow evolution, nursing my wide scattered bands.
 Men of all lands and all nations sprung from the ends of the earth—
 They came to me and I fed them asking not station or birth.

"Men from the steppes of the Russias, bearded and burdened and poor,
 Sons of the Plains of the Obi and deserts of Jeti Kenoor,
 Children of darkness and peril seeking the bounty I give,
 Craving the right but to labor, craving the boon but to live.

"Sons of the Vede and the Danube, Wards of the Tara and Rhone,
 These have I nourished and nurtured, these have I loved as my own;
 Cheering them on when they wavered with visions of greatness to be,
 When cities would gladden my prairie and spires rear by the Sea.

"Now breaks the dawn of fulfilment, now through the mists see arise,
 Splendors thy dreams have recorded, sweet to the patriot's eyes.
 Lo, 'tis the vision of greatness, prophetic soul, stirring grand
 All that I dreamed Master Builder, all that you hoped for or planned.

"Reaches that billow and beckon, pregnant with bounty and life,
 Vistas of life giving plenty, foreign to clamour and strife,
 Cities that spring as by magic, fair full of promise they mould,
 Rising in splendour and beauty, proud in their settings of gold.

"Harbors o'erflowing with commerce where the proud galleons ride
 Weighted and straining like racers waiting the turn of the tide,
 Armies of peaceful invaders armed not with weapons that slay,
 Eager, expectant and joyful, entering under my sway.

"Behold an edifice building out of the wealth of the Earth
 By the Sons that I have nurtured by men of different birth;
 Building in love and in labor by men who are undismayed,
 By the storm and stress of seasons, undaunted and unafeard.

"Behold an edifice rising over the land that God made,
 Grand, eternal, majestic, reared by the ploughshare and spade,
 Builded of granite and iron, of oak and gold and of steel,
 A temple where all may worship, a temple where all may kneel.

"The granite, the hearts undaunted, the oak and the gold fair deeds;
 The steel and the iron, girders binding the different creeds,
 The floors are the throbbing heart beats of men who love my sod
 And the dome, the love of country and abiding faith in God."

High beat the heart of the Seeker, deeply his being was stirred,
 "Soul of the Westland," he answered, "I came, I have seen, I have heard,
 While life shall beat in my bosom, while love shall throb in my breast,
 Labor will I for the Westland, labor will I for the West.

"That to the great consummation building in honor and peace,
 The nation may rise full proportioned, growing in splendid increase,
 With East and West undivided, bearing her banners unfurled,
 A Nation exultant and Godly, spreading its light on the world."

GIRLS, EYES AND KHAKI.

(Toronto Star.)

—Lieut. Schell, in a recruiting speech, said that three of his former friends have not joined the army and have taken to wearing horn-rimmed

glasses. "But," he added, "before the war they could see a girl further than I could."

The explanation probably is that the girls now keep them at a distance, and these young fellows almost need telescopes to get a look at them.

THE CIVILIAN

**Devoted to the interests of the Civil Service
of Canada.**

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THE CIVILIAN, P. O. Box 484, Ottawa.

Ottawa, June 9, 1916.

WOMEN'S NATIONAL DUTY

It is a humiliating thing to think that, when our men are pouring out their life-blood for duty and for an ideal, Canadian women haven't been permanently stirred to the necessity for real sacrifice.

—Mrs. Willoughby Cummings.

British women, whom we have so often spoken of with pity, are not buying new clothes for the races. They're not driving around town in their motors. They're making munitions and working in the fields or giving up twelve and fourteen hours of every day to some hard work. And we? We're going to bridges and playing for a patriotic prize or drinking tea with a patriotic flavour.

—A. W. P. L. Speaker.

In every man's life there is one supreme hour towards which all earlier experience moves and from which all future results may be reckoned. For every individual Briton, as well as for our national existence, that solemn hour is now striking.

—Lord Kitchener.

Victory can no more be bought than any other commodity by paying three-fourths of its price.

—Mr. Lloyd-George.

OUR BOYS

Previously reported:

Dead	52
Wounded	90
Prisoners	7

WOUNDED.

MAJOR AGAR ADAMSON.

CAPT. P. P. ACLAND.

MAJOR D. C. DRAPER.

WELCOME.

The Civilian begs to add its greeting to the expressions of welcome that will meet the visiting Civil Service commissioners on their arrival in Ottawa next Tuesday. Though they come to a land absorbed in the affairs of war, they will find that Canada regards war only as a means to secure and preserve that permanent peace and freedom which will enable her to work out her social and economic problems undisturbed. Not least among these problems is that of Civil Service reform. Eight years ago the Dominion Parliament first grappled seriously with the Civil Service question. A partial merit system law was then enacted. Though by no means perfect, it has proved to be a great improvement over all earlier Civil Service legislation. During every session of Parliament there are encouraging declarations from leading statesmen in favour of a broader and more complete application of its principles, and sooner or later that much-desired end will be attained. The meeting of the National Assembly of Civil Service Commissions in Ottawa puts Canada on the Civil Service reform map. It encourages the Canadian progressives, commands the respectful attention of the Government and should be of great educative value. It is hoped

that the visitors will find the innovation of holding their annual session outside of the bounds of the United States to be of such pleasing and profitable result that they will be glad to meet in Ottawa again a few years hence when Canada may have greater progress in Civil Service reform to show and more experience of its difficulties and benefits to record.

A SERIOUS SESSION.

The action of President White in calling a meeting of the executive committee of the Civil Service Federation of Canada to be held in Ottawa during the assembly of Civil Service Commissioners is, in the opinion of *The Civilian*, well advised.

There were many different ideas among officers and members of the Federation as to what form of general gathering, if any, should be held in 1916. It is undoubtedly desirable to convene the representatives of such a large and scattered organization at least once a year; but in a year when no advancement of legislation is possible, when the conservation of resources is a national duty and when many sections of the Service are short-handed because of the number of men sent to the front or because of extra work arising out of the war, the expenditure of money and time necessary to the holding of a general convention would hardly be justifiable. The executive committee of the Federation includes about a score of men, representing every part of Canada and every important branch of the public service. It is hoped that at least three-quarters of these will be in attendance at the meeting on June 14th. Some of the far Western members may not make the long trip.

The programme of business will not be heavy, but the meeting of these men together to exchange ideas on the present situation of Civil Service affairs and to plan for action at the time when a forward movement

will again be possible cannot but be of benefit to the Service as a whole. Their mere association for two or three days, with the inevitable renewing of courage and enthusiasm which will result, alone makes the meeting worth while.

Then there is the opportunity never before possible and, in all probability, not again available for several years, to hear those men who are struggling with the Civil Service reform problem in the United States discuss the theory and practice of public service administration in all its phases.

While the press may devote some space to the assembly of Civil Service commissioners, the duty of selecting what is best from the proceedings of that body, as well as from the deliberations of their own committee, and of communicating the same to all local organizations within their reach will rest upon the officers who answer President White's summons.

This meeting is called for a serious purpose,—that of advancing Civil Service reform in Canada. The restriction of the attendance facilitates business and increases the responsibility of the individual. If all who attend the meeting are filled with an earnest desire for knowledge and progress, the Civil Service of Canada will make decided gains this year in spite of the distractions and stress of a time of war.

TWO BATTALIONS.

The public service of Canada now has more than two battalions of its men on active military service. The names of 1,993 men and two women have been included in the forty-seven sections of the Roll of Honour previously published. The names in the forty-eighth list, which appears in this issue, bring the total to well over two thousand, while the names now available and awaiting publication will swell the number to twenty-three hundred, which is the strength

of two full battalions of infantry. Lists of newly enlisted men are still coming in and the total will continue to increase as long as the war continues. This compilation does not include the hundreds of employees of the Canadian Government railways who have donned khaki.

That this contribution of men to the fighting forces of the Allies will have an important effect upon the future standing of the Civil Service in Canada is beyond question. It is a final and triumphant answer to all sneers and charges of "dollar service" that unscrupulous enemies sometimes hurl at the Service. These two thousand men are not fighting for money. The fifty who have died on the field of battle did not give their lives for gold. In pre-war days they gave their services for a stipulated and approximately adequate return. In war they are second to none in willing sacrifices. This is true national service.

The Civil Service is proud of its men in khaki. It never had such cause for pride before. For fifty years to come the prowess of "our boys" in war will be its boast and glory and the tradition they set up will never die.

TO ALL READERS.

Civil servants are doing noble work with the Allied forces at the front. Most of them are in Canadian battalions, but a number are in British regiments and some with the French army. It is practically impossible to secure the news of casualties occurring to two thousand individuals scattered through armies numbering millions unless the friends of each man co-operate by forwarding all the information of that character that they may secure. *The Civilian* is the only agency at work making a record of what civil servants are doing in this war. Will you not help to make that report complete?

The man who thinks he is too good to fight in defence of the country that gives him a home and a livelihood had better get out. His departure will not weaken the land that he leaves.

Women wield a tremendous influence in the formation of public opinion in any community. The women of the Civil Service could transform hundreds of slackers into recruits if they wanted to. It has been hinted that selfish motives sometimes restrain a girl from showing a young man where the path of duty lies. *The Civilian* hopes there are no instances of this in the Civil Service, but it believes that women's influence has not been used in aid of recruiting as much as it should have been. The women of the Service have given noble aid to the Red Cross and other patriotic work, but the times demand exertions in other directions as well. Many a girl has said that if she were a man she would enlist. Has every such girl sent a man to the front to represent her? This feature of the recruiting problem is often treated with levity, but it is no laughing matter. A solemn duty rests on every woman to send to the front any man that she can influence, just as it is the duty of the men to go. Girls,—are you doing your bit?

There is evidence of a quickening of public feeling in Ottawa that is sure to have a good effect on recruiting. In the conversation of the man on the street there is less of generalities and more mention of specific instances. The individual slacker is now more frequently pointed out and his immunity from annoyance is fast disappearing.

There is quite a difference between throwing your whole soul into a thing and putting your foot into it.

JOLLY JINGLES by BLACKIE DAW

The Soldiers say,—

*"In war time or peace time,
In hot or in cold clime,
The world cannot do without girls."*

The Girls say,—

*"Will I go to lunch with thee?
Nay, sir,—'til thou wear'st khaki!"*

Ever since the world began, woman's been worth more than man,—to the Universe. Tactful, she does things that we men can't do successfully, 'less we rant and curse. So 'tis now, as e'er before, women do a great deal more for the cause assisting. Women 'tis who make men see why they ought to wear khaki; thus they help enlisting. One young lady to me said, "I'd prefer my brother dead than afraid to fight. Every man's who's fit should go and assist to beat the foe, for OUR cause is right. If we girls bore this in mind, 'Slackers' very soon would find they were being ignored; and forthwith they would enlist, or else find that they had "missed" and we girls had "scored." So when men ask me if I will go with them I say 'Why don't you wear khaki?' If good reason they can't show, I just simply will not go;—you agree with me?" On our streets you can see yet girls with men who've still to get up sufficient spunk to go out and do what's right and enlist and try to fight,—and cut out the "bunk." Girls, please help recruiting, do; no one can do more than you, if you'll try, perchance. Tell your boy friends they should be helping crush Hun tyranny, out 'Somewhere in France.' Tell the men you know that they should be fighting and not stay here at home at ease. Do this and your names shall be handed to posterity. Girls, do help us, PLEASE.

OUR DEAD AND WOUNDED.

As this issue of *The Civilian* is being made up, the lists of casualties from the desperate action in which Canadian troops were engaged at St. Eloi on June 2nd and 3rd are beginning to appear in official communications from the Department of Militia and Defence. The editors earnestly request all readers to send in, promptly, any available details of the fortunes of "our boys" at the front so that the record of their services and sacrifices may be kept up-to-date.

CAPT. P. P. ACLAND.

The first list of a hundred and one casualties to officers, which was made public on the afternoon of the 5th included the name of Captain P. P. Acland, 15th Battalion, wounded but on duty. Capt. Acland is a clerk in the Finance Department and son of F. A. Acland, deputy minister of Labour. He went to the front at the outbreak of the war with the quota from the Queen's Own Rifles.

MAJ. D. C. DRAPER.

Major D. C. Draper of the 5th Canadian Mounted Rifles is also reported

to have been wounded but returned to duty. Major Draper has been an officer of the Customs since 1903. He spent two years in the Statistics Branch in Ottawa and was then transferred to Montreal where he had charge of the registration of shipping in the Montreal Customs house. He held a commission as captain in the 13th Scottish Light Dragoons before the war.

HONORED BY THE KING.

Several members of the Canadian Civil Service received distinguishing honors from King George on the occasion of his birthday—June 3rd.

Robert Frederick Stupart, of the Meteorological Service, Department of Marine and Fisheries, was created a Knight Bachelor. Sir Robert Stupart entered the public service in 1872 and has been superintendent and director of the magnetic observatory in Toronto since 1894. He is a Fellow of the Royal Society of Canada and a member of many other scientific bodies. In 1884-5 he was in charge of the special observing station on Hudson Straits. He is the author of several works of scientific character.

A Companionship of the Order of St. Michael and St. George was conferred upon Dr. Frederick Montizambert, director-general of public health, Department of Agriculture. Dr. Montizambert has been in the Civil Service since 1866 and in his present position since 1899. He has the rank of deputy head. His career in medicine and as a public official has been most distinguished and he has been honored in the conferring of degrees by several universities and by memberships and fellowships in many Canadian and foreign societies. He received the I.S.O. some years ago.

Laurence Fortescue, comptroller of the Royal Northwest Mounted Police, also receives the C.M.G. He became connected with that famous force

when it was formed, in 1873, having previously spent a number of years in the British army. He has risen by merit from rank to rank, and became deputy head of his department in 1913. He has also received the I.S.O.

Captain Edouard Gaston Deville, who received the Imperial Service Order, entered the Service in 1881 and was appointed to his present position of Surveyor General in 1885. As a young man he served in the French navy and engaged in surveying and exploring work in many parts of the world. He is chairman of the D.L.S. board of examiners, a F.R.S.C., a member of the Geographic Board and connected with several other scientific and charitable organizations. He is the author of several important works on surveying.

YOUNG MEN HELD BACK: OLDER MEN OFFERED.

An incident which must have been charged with the most abject mental abasement for a number of young men occurred recently in one of the buildings on "the Hill."

An officer from one of the overseas battalion's now recruiting in Ottawa addressed a gathering of male clerks from one of the departments and appealed for recruits to come forward. Although there were several physically fit and untrammelled men present not one of them moved. The embarrassment of the scene was most acute and was rather increased than relieved when a man of fifty-seven years stepped forward and offered himself in his country's service. One other man then volunteered.

Both men were subsequently rejected by the army surgeons, so that not one recruit was secured from the meeting. The incident created a painful impression when the details became generally known in the department.

CIVIL SERVICE ACT, 1908.

A federal official of Montreal asks me whether the Civil Service Amendment Act of 1908 authorizes the Governor-in-Council to bring the Outside Service under its operation. The answer is to be found in Section 4 of this Act, which reads as follows:

"The Governor-in-Council may, by order-in-council published in the *Canada Gazette*, bring the whole or any part of the Outside Service under the same provisions of the law as the Inside Service."

The same gentleman also wishes to know whether in the federal administration of the United States there are inside and outside divisions of the Service. There is no such line of demarcation in the American Service.

As to the relative advantages of these two modes of division, it is generally claimed that the partition of an administration into an inside and an outside division is on the whole disadvantageous.

I may add that in England there is no such division of the public service into an inside and an outside section.

M. G. LAROCHELLE,
Commissioner.

THE CONVENTION.

The Civilian in the issue of April 28th gave the programme of the ninth meeting of the National Assembly of the Civil Service Commissions of the United States. As this was in the nature of a first draft, the revisions which have been since made follow:

Thursday morning, June 15th, 10 o'clock: Superannuation: A paper by M. D. Grant, actuary of the Capital Life Assurance Company, formerly a civil servant. Discussion on this paper will be led by A. D. Watson of the Department of Insurance. At 11.45 the delegates will be received by H. R.H. the Duke of Connaught.

12.30: Round table conference, presided over by Sir Joseph Pope. Speakers: S. T. Bastedo, Superintendent of Canadian Government Annuities; Geo. T. Keyes, Secretary of the National Civil Service Reform League; Dr. A. T. King, Pueblo Civil Service Commission; Mr. Robert Catherwood, formerly President of the Cook County (Ill.) Civil Service Commission.

Thursday evening: Complimentary dinner to delegates, at the Chateau Laurier. Joint chairmen, Dr. Shortt and Col. LaRochelle. Speakers: the Right Honourable Sir Wilfrid Laurier, Honourable P. E. Blondin, Secretary of State; R. S. White, Collector of Customs, Montreal; Richard H. Dana, President of the National Civil Service Reform League; Hermon W. Craven, United States Civil Service Commissioner; Samuel H. Ordway, President New York State Civil Service Commission.

Friday noon: Round table conference and luncheon, presided over by Dr. R. M. Coulter, Deputy Postmaster General. Speakers: Dr. Otto Klotz, Dominion Astronomer; Col. W. G. Rice, New York State Civil Service Commissioner; Chas. G. Morris, President of the Connecticut Civil Service; R. L. Peck, Cook County Civil Service Commissioner.

FOR MERIT.

Promotion is solely the reward of merit at the front, and it is evident that "Buzz" Allan of the Auditor-General's office is making good. A cable says:

"Lieut. C. J. Allan has won a promotion at the front. He has been attached to the 21st Battery, 6th Howitzer Brigade, and is now given command of a trench mortar group, 2nd Division, C.F.A."

Lieut. Allan is a son of Sheriff Allan of Guelph. His younger brother, Cliff Allan, is under his command.



Women's Branch of Civil Service Association.

The Women's Branch of the Civil Service Association was organized in the autumn of 1913 as part of, and working in conjunction with the Civil Service Association of Ottawa.

When war was declared, the association being only in its infancy, had scarcely begun to realize its power, but immediately all its activities were directed towards giving assistance in the great crisis, not only in the actual needs of the soldiers going to the front, but also in the relief so urgently needed in the city at that time.

A Red Cross Branch was organized with its own headquarters, where work is given out among the members, many of whom also meet in the rooms after office hours, and a very great deal of work has been sent in weekly to the Red Cross Society.

As the war work became more pressing, an emergency fund was started in the departments of the service. From the fund substantial cheques have been sent to Belgian Relief, Serbian Relief, Prisoners of War, Convalescent Home, Canadian Hospitals, and several other funds, and also to local charities. Several special collections have been taken and in each case the members have responded most heartily. The association has not only eight beds in the Clivenden Hospital, but also a motor ambulance

at the front, bearing the name of the Civil Service of Canada. When that fund was oversubscribed, as about two hundred and seventy-five dollars came in from the Department of Militia and Defence after the subscription lists were closed, it was decided to use the surplus for the maintenance of a Red Cross nurse. The necessary amount of five hundred dollars is being made up from the Emergency Fund.

Although war work has required so much thought and energy, the social side of the Women's Branch has not been entirely overlooked. A Recreation Club has been organized by Miss Ina Blackburn, of the Forestry Branch, and many pleasant tramps and outings have been arranged for holidays and Saturday afternoons. Many members of the Service have also taken advantage of the Skating, Dancing and Riding classes.

The Social Committee, with Miss Edna Inglis, of the Audit Office, as Convenor, has provided several most enjoyable entertainments during the year. In December Prof. A. T. Delury, of Toronto University, gave a very interesting lecture on Irish Literature, which was very largely attended.

A Luncheon given in the Chateau Laurier early in May in honour of Prof. Carrie M. Derick, of McGill University, who delivered an address on War, Woman and Industry, was

most enthusiastically received and practically closed the season's activities.

The Red Cross rooms will be open

during the summer, and the autumn season will be opened by a lecture by Mrs. Gilman, the proceeds of which will be given to some war fund.

WHAT HAS BEEN, WHAT IS BEING, AND WHAT COULD BE DONE BY THE "RED CROSS AND EMERGENCY FUND."

At the beginning of the war the Women's Branch of the C. S. A. organized an Emergency and Red Cross Fund, asking each Civil Servant to contribute monthly the odd cents of his pay-cheque.

The Collections for 1914-15 amounted to \$793.39. Disbursements were published from time to time in the "Civilian."

Contributions and Disposal of same from October, 1915, to April 30, 1916.

<i>Department.</i>	<i>Donations.</i>
Agriculture	\$152 07
Archives	4 10
Audit Office	56 48
Civil Service Commission . .	1 21
Conservation Commission . .	1 75
Finance	24 46
Indian Affairs	5 30
Inland Revenue	4 75
Insurance	3 55
Interior	88 52
Marine	16 93
Militia	39 42
Mines	23 27
Post Office Department . .	43 37
Public Works	12 28
Railways and Canals	5 59
Secretary of State	90
Trade and Commerce	12 40
	<hr/>
	\$496 35
Donation from M. and D... .	268 00
	<hr/>
	\$764 35
<i>Note.—\$500.00 for maintenance of C. S. Nurse at Front to be paid in ten payments of \$50.00 each. This is assisted by a donation of \$268.00 from employees of Militia and Defence, which is being kept in reserve.</i>	
	<hr/>
	\$545 00
Cash in Bank, Reserve Fund	
	219 35
	<hr/>
	\$764 35

The Advisory Board of the Women's Branch at its next meeting will be asked to consider two new funds.

(1) Miss Winnifred Lewis, who has been associated with Mrs. Fleming at Luton House, is back in Ottawa seeking funds for an extension of that work in the London area. Miss Lewis has secured an option on a house suitable for a Convalescent Home at Chislehurst, and requires about \$8,000 to establish this new home for Canadian soldiers.

(2) At Victoria Station, London, a "Buffet" has been established, where hot coffee, sandwiches and other comforts are provided for the wounded soldiers coming from the front, and also to departing soldiers. It requires about \$100 per day to maintain this "Buffet" and the Ottawa Women's Canadian Club has undertaken to provide for one day each month and they are asking a subscription from the Civil Service to assist in this good work.

If the members of the Civil Ser-

vice subscribe generously to the Emergency Fund, we hope it will not be necessary to make special collections, except of course the Patriotic Fund, which is an entirely separate national fund..

Four thousand employees at 5 cents each per month would mean \$200 per month.

Will those who have not yet contributed this way do so at the next collection?

THE PATRIOTIC FUND.

Any summary or history of Civil Service activities; which in the time that has elapsed since there was a Service have been many and varied; will not now be complete or even fair, if such a history does not give some account to the tremendously successful campaign for contributions to the Canadian Patriotic Fund.

In Ottawa the happy decision arrived at, of having organized appeal made co-incident with the campaign of the Central Committee in the whole city, enabled the Fund Committee of the Civil Service Association of Ottawa; President Walter Todd and his colleagues, to take advantage of the waves of enthusiasm and so sweep along to the remarkable achievement which was theirs. One hundred and fifty thousand dollars from the Public Service at Ottawa is a real answer to the pertinent question "What will you give?"

If the Service at Ottawa has done so surprisingly well, then no less deserving of the warmest praise is the stand taken by the great Outside Service. In fact, when it is considered that their percentage of salary contributed is in many cases well over the two per cent. aimed at in the Capital and that without the advantage of well-organized effort, except such bodies as the Civil Service Federation of Canada and its enthusiastic friends and supporters in the various Departments could reach; their suc-

cess deserves the more lavish praise. It is a fine thing to see practically every member of the staff in a branch or department become a contributor after days of educational campaigning. It is a much finer thing to learn that practically every light-house-keeper, who may not see a fellow-employee in a year, sends in his contribution. The same is true of the scores of Dominion telegraphers, line-men of the Yukon and the thousands of others everywhere who have been inspired by the desire to give, rather than by the contagion of community giving.

The whole problem of "paying" has been successfully dealt with by the Civil Service of Canada and will stand as a monument to the participants.

FALLS BOYS WATCHED.

On his departure for Guelph to join the 64th Battery, C.F.A., C.E.F., Grayson Gardner, of the Customs staff at Niagara Falls was presented with a wrist watch as a token of the appreciation of his colleagues. The presentation was made by Inspector J. C. Bartle in the presence of a gathering of Customs men.

Patrick S. McCall, of Niagara Falls, railway mail clerk of the London district, is also with the 64th Battery. When he enlisted the Knights of Columbus at the Falls gave him a wrist watch.

AN OTTAWA SEND-OFF.

The Postal Clerks Association of Ottawa gave an appreciative "send-off" to four of its members who have lately donned khaki. At a meeting at the Club, wrist watches were presented to Messrs. E. Needham and A. W. R. Moxon, and cameras to Messrs. A. Bryans and S. C. Lyon, all of whom are now enrolled with the Engineers.

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46	*	46	120	450	56	478
350	*	350	8	34	78	34
62	*	62	556	789	40	20
35	*	35	23	120	34	10
671	*	671	45	45	345	290
340	*	340	450	67	1316	560
88	*	88	33	240	245	567
8	*	8	570	560	606	830
210	*	210	230	1122	33	24
673	*	673	560	904	345	1
1168	*	1108	460	123	1120	456
402	*	402	670	146	467	1190
56	*	56	340	78	320	21
91	*	91	460	190	480	61
910	*	910	678	310	360	88
1475	*	1475	340	46	22	131
300	*	300	1045	113	1118	160
28	*	28	234	49	910	470
56	*	56	55	83	34	830
193	*	193	57	214	131	1130
700	*	700	1045	320	256	20
33	*	33	64	137	160	460
40	*	40	22	66	59	220
67	*	67	121	349	360	140
300	*	300	1002	45	280	560
847	*	847	71	1090	570	24
<u>450</u>	<u>46</u>	<u>53</u>				
			9539*	9315*	8360*	9755*
					9685*	9816*

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Personals.**General.**

W. A. Hamilton, postmaster at Collingwood for thirty years, has retired. He is succeeded by D. L. Darroch.

Capt. C. H. Payne, private secretary, accompanies the Minister of Trade and Commerce, who is now in England.

Lieut.-Col. Geo. Ross, I.S.O., chief post office inspector, and Mrs. Ross, announce the engagement of their daughter, Mary Frances, to George Lloyd Gulloch. The marriage will take place on June 15th.

Joseph Choquette, of the Department of Public Printing and Stationery, has three sons in khaki,—one in the 22nd, one in the 139th, and one in the 177th Battalion. Mr. Choquette was himself refused by the recruiting officers as being above the age limit.

“Canada in the Twentieth Century” is the title of a new publication of the Department of Trade and Commerce which has received flattering reviews from many critics. It is the work of Watson Griffin of that department, and bears the stamp of the author’s long experience in journalism. The book is for circulation abroad.

Lieut.-Col. S. Maynard Rogers has been called home from overseas to become a chief staff officer under Brig.-Gen. Wilson at Valcartier camp. Lieut.-Col. Rogers (who belongs to the Dominion Parks Branch staff) has an enviable reputation as an organizer and director of military operations.

Samuel Rettie, of the Office of the Auditor General, was married in St. Alban’s church on June 1st, by Rev. T. J. Styles, to Ethel May, eldest daughter of Mr. and Mrs. A. T. Snow. Mr. and Mrs. Rettie are now on their way to Dawson, Y.T., where Mr. Rettie will be on duty for the next three months.

Marc Sauvalle, translator, Department of Mines, is recovering from his recent illness.

Robert Matthie has been removed to his home in Carleton Place, suffering with typhoid fever.

The marriage of F. W. S. Galbraith, of the Hansard staff, House of Commons, to Chris, second daughter of William Park of Aberdeen, Scotland, is announced to take place shortly.

The marriage of Claude O. Allen, son of S. S. Allen, to Hilda, youngest daughter of Mr. and Mrs. J. Morden Wallace, was celebrated in Winnipeg on May 31st.

The condition of W. J. Beatty, of the Post Office Department, who has been very ill, is much improved.

Obituary.

Joseph Manners, who had been employed for some years as a coal inspector by the Dominion Government, died on May 31st, aged 72 years. He was a retired captain of the Ottawa fire department.

W. H. Taylor, postmaster at Parkhill since 1906, died on May 29th as the result of being kicked by a horse. He was a former M.P.P. for North Middlesex.

George Dobson Prest, a retired Customs officer, died at Queenston last week, in his ninetieth year. He was the oldest resident of the place, having resided there since 1832. Mr. Prest saw the village change from its leading position in commerce and transportation to its present state of decay. Sixty years ago he had the mail-carrying contract on the Queenstown-Niagara Falls route. That was long before the first railroad was built. Mr. Prest was, indeed, a landmark.

Captain Edwin Dunn, noted for his enterprising and successful work as commander of fisheries patrol vessels on the lakes, died on May 20th. He retired from the federal service nine years ago.

E. M. Weaver, who died on May 30th, was the father of Otto Weaver of the Department of Militia and Defence and of Mrs. Burkholder, also in the Civil Service.

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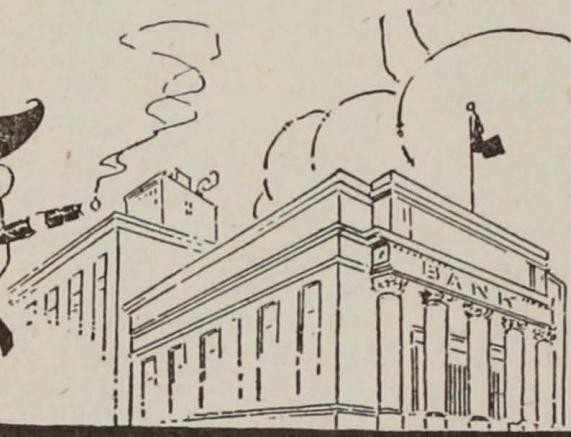
71½ SPARKS ST. - - OTTAWA

WAR HONORS.

The Distinguished Service Order has been conferred upon Major Agar S. M. Adamson, one of the original officers of the Princess Patricia's Canadian Light Infantry, for gallantry in action. Though wounded and disabled in one arm, he refused to retire, but continued passing ammunition with the other hand. In civil

life he is clerk of the railway committee of the Senate.

Sergeant Edmunds, 21st Battalion, awarded the new military medal, is in all probability "Bob" Edmunds of the Royal Mint. He has served with the 21st since its organization and was wounded in action on April 9th. At that time he was mentioned by the official eye-witness for distinguished conduct.

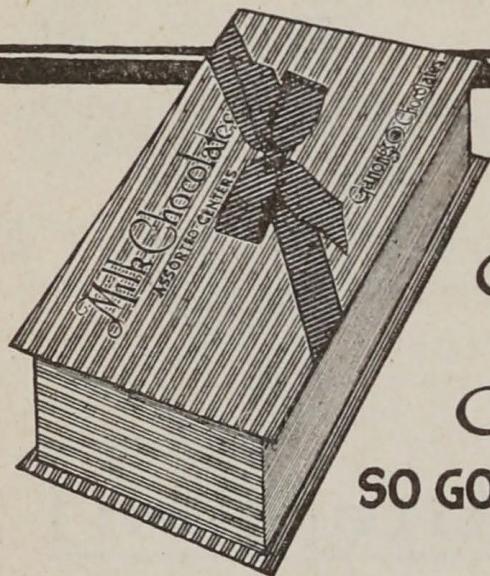
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THE POSTAL JOURNAL

VOL. I.

JUNE 9, 1916

No. 18

*Edited under the auspices of
The Postal Clerks' Association of the Dominion of Canada.*

Executive Board of the Postal Clerks' Association.

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Vice-President	C. Gardner, Regina.
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The Association Aims.

1. To obtain for all Post Office clerks one day in each week for a day of rest.
2. To impress upon the Government our desire that eight hours shall constitute a day's work, such eight hours to be completed within twelve hours and to consist of not more than two attendances.
3. That seven hours constitute a day's work between the hours of 10 p.m. and 7 a.m.
4. To obtain time off for all overtime worked or payment in lieu thereof.
5. To secure equal conditions for all Post Office clerks, whether employed in semi-staff or city offices.
6. To abolish, by any and every means in its power, the patronage system, at the same time bringing all possible pressure to bear upon the Government in order to obtain the adoption of the merit system throughout the entire Civil Service.
7. To secure, as a reward for merit and long and faithful service, the higher positions in the Postal Service, knowing that such positions can be filled more advantageously from the rank and file of the service than by the appointment of individuals having no knowledge of Postal work.
8. To stimulate and foster organization among Post Office clerks, believing, as we do, that by this method only is it possible to obtain justice at the hands of the Department and equal rights for all.

All correspondence, matter for publication, etc., should be addressed to the Editor,
A. Venables, Calgary, Alberta.

NOTES BY THE WAY.

For reasons out of our control, a quantity of branch notes have, unavoidably, been held over until next issue.

The Postal Clerks' Association of the Dominion of Canada extends the heartiest of welcomes and the best of wishes for the success of their deliberations to the Civil Service commissioners of the United States attending convention in our capital.

The early May issue of *The Civilian* contained some especially interesting matter to postal clerks and outside men in particular.

The letter by "Outside Service" pays a tribute to our organization and states that persistent efforts are bearing fruit and that enthusiasm is contagious, and advocates similar organizations in other branches of the Service. There is probably nothing which would please us so much as to see other branches of the Service similarly organized. We hope that this letter, too, will bear much fruit, and in any case the writer may be sure that the postal clerks' organization will continue to be persistent, aggressive and enthusiastic, and, moreover, will ever be ready to facilitate other branches of the Service in any efforts they may make.

Should "A Well Wisher" at present be outside our association, we respectfully suggest that his place is inside.

We would also like to take the liberty of commenting upon the contribution by O.M. as this matter has never been discussed by our association, deem it unadvisable. There is little doubt, however, that the seed contained therein has been well sown and will have results.

'Ere this is in your hands, the convention agenda will be in circulation, and we earnestly advise all members to make it their business to peruse the contents of same and air their opinions in regard to same to their delegates. Good members won't require this advice.

Talking of conventions, the Postal Clerks' Association in Great Britain has a most serious outlook at the present time and its solidity is in jeopardy owing to the fact that a small majority decided in favor of not holding a convention this year. It is claimed, as has been claimed continually in these columns, that at no time before has a convention been so necessary.

Our next issue will be issued "from the backwoods," so you are asked to be lenient.

The Winnipeg football club's report, which will appear this issue, if possible, is the proper kind of a report for these war times and is a great tribute to Winnipeg. We trust that their players may come safely home again, fit to keep the league going when "sports time" comes once more.

BRANCH NOTES.

Victoria.

On April 20th the annual meeting of this branch was held. The attendance was woefully small, there being barely sufficient to carry on the meeting. In that connection I have a few words to say later, if space permits. A suggestion was brought up from the President of the Victoria Letter Carriers' Association that clerks and carriers should co-operate in raising a fund for the widow and orphans of the late L. C. T. Hardman, who recently passed away after a long and painful illness, regretted by all who knew him. The suggestion was carried unanimously and a committee formed to set the ball rolling.

Other business carried to a successful conclusion was the election of officers for the ensuing year, as announced in the last issue, and I sincerely trust that they will be accorded a heartier measure of

support than were the retiring officers during their period of office last year. Jackk White, our one time Secretary, has joined the army—of benedicts. Good-luck to him.

Sergt. F. A. Goddard, who is now with the Postal Corps "somewhere in France," left this office heart-whole, but according to recent despatches from the front, the office will have to turn out in strength to welcome Mrs. F. A. G. "when the boys come home."

Saskatoon.

The despatch staff have lost another member, Norman Wheeler having joined the 183rd. The staff presented him with a wrist watch at the time of his departure. Of course we expect the despatch staff to send more men than any other department,—that's what they are there for,—to send out the mails. Thirty-seven from this office are now on active service and we are making a monthly contribution of \$47.00 to the Patriotic Fund. Our casualties to date are 3 killed, 2 wounded and 1 a prisoner of war.

Edmonton.

President H. D. Talbot is to represent this branch at the Regina convention. There was no doubt as to his being delegate after Mr. Mitchell gave that two minute speech on our delegate's qualifications. Some orator, our Treasurer.

Mr. Talbot's experience of many years in the Civil Service will be of most useful service at the convention and we are glad to have him as delegate.

John Harley, another member, has enlisted for active service. John is an old soldier who has seen active service in by-gone years; the call was irresistible, so once again he's donned the khaki. The best of good fortune attend you, Jack.

The Edmonton scribe wishes to be informed if the rumor is correct that "Heb" had been offered the Poet-Laureateship of England. Those artistic lines of his in the last issue would warrant this fact.

Those who attended last meeting were amply repaid for their troubles. Refreshments were lavished amongst them in bewildering style.

Ellis must have been sampling Heb's life on the new Promised Land, as the cheese was cut up in fine homestead fashion.

"G.D." not General Delivery, but the initials of our versatile Vice-President, who is a first class chef when occasion presents itself. That coffee was O.K., Gilbert. "Nuff sed."

Now that spring poets have begun to make their presence felt, we in Edmonton are searching vigorously for a "find."

Our orchestra is at present on its vacation. When the longer evenings come round we hope to have some more good times with our gifted musicians.

Port Arthur.

We have held a series of enthusiastic meetings in conjunction with the Fort William boys in order to make arrangements for a delegate to the convention at Regina. Live committees have been appointed to assist our representative. The injustice dealt out to clerks in semi-staff offices calls for the united efforts of everyone to bring their case before the convention in such a manner as will ensure vigorous action being taken. To the untiring efforts of Mr. Green, on our behalf, we must ever feel grateful. Harold Rourke and Secretary E. F. Goodman, two more members of our despatching staff, have answered their country's call and have joined the 94th Battalion. Good-luck and a safe return are the sincere wishes of every member of this office. An interesting letter from M. E. Greer, who is with the Postal Corps in France, informs us that he has been promoted to the rank of sergeant.

Regina.

These notes will serve to introduce the new correspondent of Regina Branch—modesty forbids his being named—who will endeavour to make them as newsy and interesting as his predecessor, our worthy Branch Secretary, Mr. R. Beauchamp, did. "Bobbie" always had something to say, and a nice and apt way of relating it, but his other duties now interfere. The writer hopes to be able, in a small measure, to sustain interest in these periodical missives.

Mr. Percy Brewis has felt that burning desire to serve his country, and to this end has enlisted with the "City of Regina" Battalion. Percy was branch agent for this magazine, and the position being vacant consequent upon his enlistment yours truly has been appointed in the dual capacity of agent and correspondent.

The Executive of this Branch met on Monday, May 15th, and it was unanimously decided to write to the several new men in the office and others who did not feel kindly disposed toward the Association and point out the advantages of our Association and the need for solidarity to a man in view of the coming convention which promises to be a gigantic success.

The general monthly meeting was held on May 21st, the President taking the chair. Quite a number of letters were read by the Secretary. This occupied a great deal of time, but the correspondence

was not of the usually dry sort and proved more than usually interesting.

A letter was received from our friends at Moosejaw, inviting the convention delegates to visit their Branch on one of the days of convention week. Naturally this kindness was readily accepted, and expressions of appreciation were heard from every side.

Other business was the election of a delegate in lieu of Mr. E. Senior, who is at present in Winnipeg, taking an officer's course. It was feared that Mr. Senior would not be able to attend, and that any way his military duties had prevented him recently from attending the meetings, and consequently he is unable to keep abreast of the business of the Association.

Being unable to get into touch with our soldier delegate, it was argued that Mr. Senior might take offense at our action, but the majority agreed against any sensitiveness on his part.

In his stead, Mr. Harry Selby was elected, and being of an argumentative turn of mind, Harry will consider each point from every angle. Confidence is placed in his ability to represent us.

A pleasing feature of the meeting was the addition of two new members, Messrs. Dingle and Redman, to our number.

Obituary.

The death occurred on May 8th, after a month's illness, of Donald Cameron, private secretary to Postmaster J. Nicoll.

Deceased was 25 years of age, and had been ailing for some time. Length of acquaintance with him seemed to knit our hearts with the late sufferer, and his death came as a sting to each one of us.

His brother George, next of kin in Canada, can be assured of our deep sympathy.

His funeral took place on May 10th, from the home of Mr. J. Nicoll. Wreaths were received from Mrs. Nicoll, Mrs. Gurney, the postal staff and others.

WINNIPEG POST OFFICE FOOTBALL LEAGUE.

May 13th, 1916.

This league was formed last year and proved quite a success, considering it was the first year of the venture and the conditions through the war. It has, however, been found necessary this year to discontinue the league owing to so many of the boys donning khaki and some more likely to go. The railway mail clerks — last year's champions — have had the ranks of

their team badly depleted, and one has already given up his life in the person of Ivan Smith, whose loss will be sorely felt both in sport and everyday life among his fellow-workmen.

The financial standing of the league is good, considering the heavy expenses of a first year, and it is earnestly hoped that after the war the ball will be set rolling again in an endeavour to encourage sport among the postal employees of Winnipeg.

(Sgd.) J. W. GREEN,
President.

(Sgd.) J. BROWN,
Secretary-Treasurer.

DAYLIGHT SAVING.

Daylight Saving is one of the live topics of to-day and one that has come to the fore with remarkable suddenness during the present year. The City of Regina has been moving its clock on during the summer months for several years now and that it continues to do so shows that the scheme is popular in that community. This summer Winnipeg, Calgary, Prince Albert and parts of the Okanagan Valley in the West and parts of Nova Scotia in the East are all experimenting with the idea. The entire countries of Holland and Great Britain are also using this means of having daylight for the first time this season, the latter country having inaugurated the proposition purely for economic reasons. Whatever may be said for and against the idea, postal clerks will do well to bear in mind that legislation along this line is legislation for the working man and as such should have your support. To the man whose day's work terminates in the usual way at 5, 6 or 7 o'clock, the extra hour's daylight in the evening for purposes of gardening or recreation means a great deal. One may hear a few complaints about the loss of an hour's sleep owing to people or their children not retiring to rest until after it is dark. However, that end of the matter is entirely in the hands of each individual himself or in the case of children in the hands of the parents, but the other end is not, as individuals cannot please themselves as to the hour at which they start or quit their work.

Measures such as the Daylight Saving Scheme, which are intended to benefit especially the people with long, indoor hours, should receive the support of all postal clerks.

Many a fellow has called a girl Honey, only to be stung in the end.

FROM OTHER SOURCES.

(The Vancouver Daily Province.)

If you are the man without faults perhaps you have the right to shy rocks at the glass house of the other fellow. But we never knew such a man, and you are no exception. Getting down to fundamentals, what comfort can you get from knocking? It won't be peace of mind. That much is dead sure. What is there in this world which will take the place of the comfortable feeling that you have given every man the square deal? The man who gets the most out of life is the man who puts the most into it. It may be money; it may be good-will; but you reap what you sow. The one who can look every other man in the eye and feel and do right by his fellows is the one who has the good wholesome smile. Envy is almost always at the bottom of the "knocker's rap." Give up knocking and cultivate peace of mind.

POST OFFICE PENSIONS.

(The Saturday Evening Post.)

In common with every big private enterprise nearly all departments of the Government have the problem of the aged employee. He is not so efficient as he once was or as he should be. Is he to be retained so long as he can get through a day's work in any sort of fashion? Is he to be turned out, to the discouragement of his companions, who see themselves in his position a few years hence? Is he to be pensioned and replaced by a more vigorous man?

Those are the questions on its narrowly economic side. A large and increasing number of private employers have answered it by pension systems. They find it pays. Pensions, on the whole, are cheaper than physically inefficient employees or than a discouraged force. On a broader economic view, what right has any employer to use up a man's efficient years and then dump him on society?

The Government is one of comparatively few big employers that still theoretically claim that right. Practically it exercises it just as little as possible, which means that nearly all departments contain age-burdened employees, who are so many brakes on the departmental machinery.

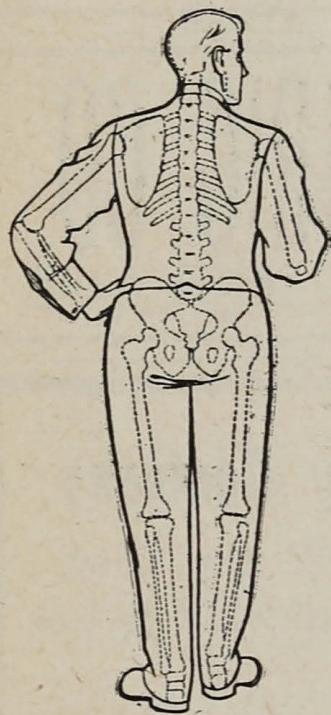
A short bill before the House Committee on Post Offices and Post Roads authorizes the Postmaster-General to retire, with an allowance of six hundred dollars a year, any postal employees in the classified Civil Service who has lost his efficiency through superannuation. We believe this is sound economy and sound politics in the largest sense.

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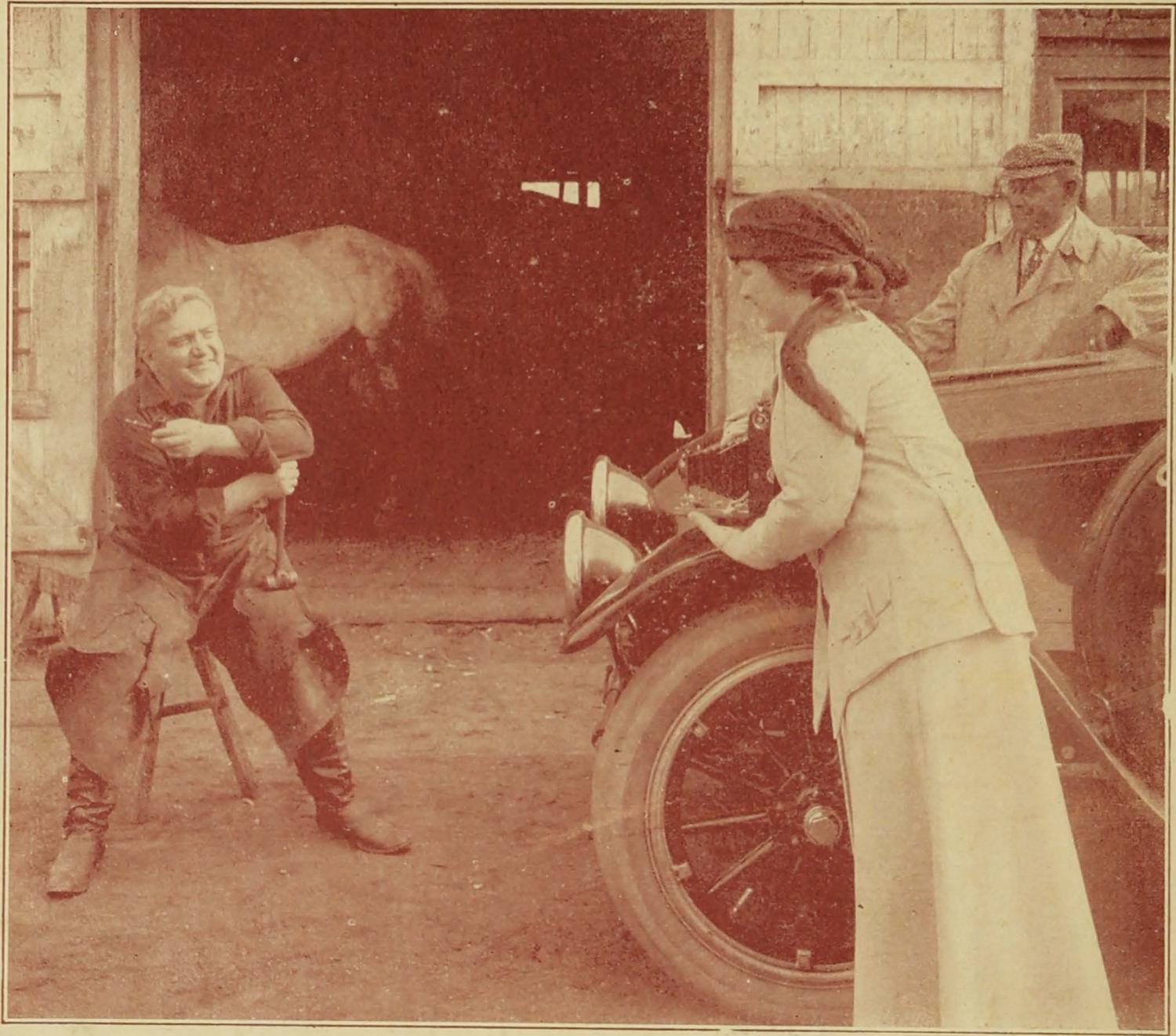
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